

Message Text

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DEPT PASS LABOR FOR METCALF; OE/HEW FOR LEESTMA

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SUBJECT: MANPOWER AND SOCIAL AFFAIRS COMMITTEE MEETING,
JULY 6-8, 1976

1. SUMMARY - MANPOWER AND SOCIAL AFFAIRS COMMITTEE
MET JULY 6-8 AND AGREED IN PRINCIPLE WITH DRAFT 1977
WORK PROGRAM. ADDITIONALLY, MSAC ELECTED NEW OFFICERS,
INSTRUCTED SECRETARIAT TO DRAFT TERMS OF REFERENCE FOR
WORKING PARTY ON EMPLOYMENT WHICH WILL FOLLOW-UP 1976
MINISTERIAL RECOMMENDATION, APPROVED SECGEN PROPOSALS
RE FRENCH PROPOSAL ON GROWTH AND EMPLOYMENT. MSAC
NEXT MEETS DECEMBER 15-17, 1976. JAMES P. METCALF,
DOL, LED US DEL WHICH INCLUDED ROBERT T. HALL, NCMP,
WILLIAM B. HEWITT AND ELI SASARAN OF DOL. END SUMMARY.

2. ELECTION OF CHAIRMAN AND OFFICERS -
MR. T. O'CARROLL (IRELAND) WAS UNANIMOUSLY ELECTED MSAC
CHAIRMAN. VICE-CHAIRMEN ARE: JAMES P.
METCALF (US) PROPOSED BY NORWAY, SECONDED BY IRELAND;
MR. BONNY (SWITZERLAND) PROPOSED BY GERMAHY, SECONDED
BY AUSTRALIA; SIR HALFORD COOK (AUSTRALIA) PROPOSED
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BY THE UK, SECONDED BY THE US; MR. MOURA (PORTUGAL)

PROPOSED BY GREECE, SECONDED BY FRANCE.

3. PROPOSED RESPONSE TO CONCLUSIONS OF THE MARCH 1976 MEETING OF THE COMMITTEE AT MINISTERIAL LEVEL MO(76)10 SEVERAL DELEGATIONS (SWITZERLAND, UK, US) EXPRESSED DISSATISFACTION WITH THE SECRETARIAT NOTE, WHICH THEY SAID WAS TOO GENERAL AND DID NOT ESTABLISH PRIORITIES. MSAC INSTRUCTED THE SECRETARIAT TO PREPARE TERMS OF REFERENCE FOR THE WORKING PARTY ON EMPLOYMENT WHICH WILL FOLLOW-UP THE IMPLEMENTATION OF THE 1976 RECOMMENDATION ON A GENERAL EMPLOYMENT AND MANPOWER POLICY, AND OTHER ASSIGNMENTS OUTLINED IN THE AHX TO MO(76)10.

4. IMPLEMENTATION OF THE RRECH PROPOSAL MAS(6)20 MSAC NOTED PROGRESS MADE BY SECRETARIAT IN PREPARING A "SCIENTIFIC SYMPOSIUM" OF INDEPENDENT EXPERTS OF WORLD WIDE STANDING. THE MARCH 1977 SYMPOSIUM WILL EXAMINE HOW ACTIVE MANPOWER POLICIES MIGHT ACHIEVE A BETTER BALANCE BETWEEN EMPLOYMENT SUPPLY AND DEMAND. DELEGATES AGREED IN GENERAL TERMS TO THE FOLLOWING FIVE THEMES WHICH WILL BE REVIEWED BY A PREPARATORY GROUP OF INDEPENDENT EXPERTS THIS MONTH:

A. IMPACT OF INVESTMENT ON EMPLOYMENT: CAPITAL/ LABOR SUBSTITUTION.

B. FOR A GIVEN RATE OF GROWTH, THE COMPOSITION OF DEMAND AND ITS EMPLOYMENT EFFECTS.

C. THE EMPLOYMENT IMPACTS OF SCIENCE AND TECHNOLOGY.

D. LABOR MARKET BEHAVIOR AND THE NUMBERS OF THOSE SEEKING EMPLOYMENT.

E. THE QUALITY OF EMPLOYMENT DIMENSION.

US DELEGATION Praised French Delegation for its initiative, noted that conclusions arrived at by symposium should not commit the future work of the committee, and said committee may not necessarily wish to consider or endorse the final report of independent experts.

5. SOCIAL INDICATORS -

THE COMMITTEE APPROVED A DRAFT REPORT TO THE COUNCIL (MAS(76)14) WHICH CONTAINS PROPOSALS TO EXPEDITE PHASE II, AND REQUESTS COUNCIL TO CONFIRM WP MANDATE. WP WILL UNCLASSIFIED

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SUBMIT PROPOSALS RE PHASE III BY DECEMBER 1977. (PHASE III WILL ATTEMPT TO MEASURE INDICATORS SPECIFIED UNDER PHASE II IN THE EVENT THE COUNCIL GRANTS A NEW MANDATE TO THE WP.) THE COMMITTEE ALSO AGREED TO APPEND WP'S PROGRESS REPORT ON PHASE II TO THE COMMITTEE'S REPORT. COMMITTEE NOTED THAT WP HAS DEVELOPED SPECIFICATIONS FOR 20 OF ORIGINAL 24 SOCIAL CONCERNS.

6. INDUSTRIAL RELATIONS AND RELATED EMPLOYMENT IMPACTS
OF MULTINATIONAL ENTERPRISES (MAS(76)12) -
THIS REPORT WAS WITHDRAWN FROM AGENDA AT SECGEN'S

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REQUEST AND WAS NOT DISCUSSED BY MSAC.
7.. SOCIALLY RESPONSIBLE WAGES POLICIES (MAS(76)11)
COMMENTING ON REPORT, US DEL SAID THAT, GEHERALLY SPEAK-
ING, DIRECT GOVERNMENT INTERVENTION IN THE COLLECTIVE
BARGAINING PROCESS, EVEN IN TIME OF ECONOMIC CRISIS,
WAS CONTRARY TO US TRADITION. SEVERAL OTHER DELEGATIONS
DISSOCIATED THEMSELVES (AUSTRALIA, FRANCE, GERMANY,
SWITZERLAND) FROM THE PAPER EXPRESSING DOUBTS ABOUT A
MORE INTERVENTIONIST ROLE FOR GOVERNMENTS. UK DEL SAID
EXERCISE WAS OF CONSIDERABLE INTEREST.
AT CONCLUSION OF DISCUSSION, COMMITTEE AGREED IN PRIN-
CIPLE TO SECRETARIAT PROPOSAL FOR POSSIBLE FUTURE WORK
CONTAINED IN SECRETARIAT OUTLINE WHICH WILL BE AMENDED
TO REFLECT DELEGATIONS' COMMENTS. MSAC ALSO ADVISED
SECRETARIAT TO COORDINATE THIS WORK WITH THAT OF
OTHER BODIES OF THE ORGANIZATION; E.G. WP2 OF ECONOMIC
POLICY COMMITTEE.

8. SOCIAL ASPECTS OF INCOME TRANSFER POLICY (MAS(76)9 -
MSAC NOTED THE PROPOSALS FOR FUTURE WORK OF THE FOURTH
MEETING OF THE WP ON SOCIAL ASPECTS OF INCOME TRANSFER
POLICY; REQUESTED THE WP TO EVALUATE MAJOR AREAS OF
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INCOME TRANSFER AND OVERALL DISTRIBUTIONAL POLICY IN
MEMBER COUNTRIES, AND TO REPORT ITS FINDINGS TO THE
COMMITTEE. MSAC ALSO REQUESTED WP TO GIVE HIGH PRIORITY
TO UNEMPLOYMENT INSURANCE, RATIONALIZATION OF SOCIAL
SECURITY SYSTEMS, DISADVANTAGED GROUPS AND HEALTH INSU-
RANCE AND TO COORDINATE WITH OTHER RELEVANT BODIES
OF THE ORGANIZATION.

9. FLEXIBLE LIFELONG ALLOCATION OF TIME (ED(75)25/
MO(75)36, 1ST REV.) -
UK AND GERMAN DELS STATED THAT WHILE PAPER RAISED NUMBER
OF INTERESTING POINTS, MORE URGENT ISSUES SUCH AS UN-
EMPLOYMENT DESERVED PRIORITY ATTENTION. US DEL SUGGESTED
TEXT BE TONED DOWN SINCE IT TENDED TO MINIMIZE VALUE OF
CURRENT LABOR STANDARDS WHILE OVER-EMPHASIZING POTENTIAL OF
FLEXIBLE TIME. US DEL ADDED FLEXTIME, PART-TIME AND
EDUCATIONAL LEAVE ARRANGEMENTS COULD UNDERMINE EXISTING
STANDARDS. SWEDISH DEL DISAGREED SAYING THAT CHANGING
LABOR FORCE ATTITUDES ARGUE FOR GREATER STUDY OF
FLEXIBLE ALLOCATION OF TIME, WHICH HE SAW AS WAVE OF
FUTURE. MSAC AGREED THAT MEMBERS COULD REPORT ON
NATIONAL DEVELOPMENTS AS THEY RELATE TO MEASURES TO
IMPLEMENT 1976 RECOMMENDATION.

10. MANPOWER AND SOCIAL IMPLICATIONS OF FUTURE GROWTH
(MAS(76)19) -
A. DIRECTORATE HEAD GASS SAID THAT SINCE JUNE MINIS-
TERIAL COUNCIL ADOPTED A MEDIUM-TERM STRATEGY FOR ECONO-
MIC GROWTH, COMMITTEE WORK SHOULD RELATE TO A DISCUSSION
OF THIS STRATEGY. SOMEWHAT ANNOYED, FRENCH REP SAID
COUNCIL CONCLUSIONS ADDED NOTHING NEW TO VIEW EXPRESSED
DURING MARCH 1976 MSAC MEETING AT MINISTERIAL LEVEL.
THUS MSAC SHOULD DIRECT ITS WORK TOWARD IMPLEMENTING
THE RECOMMENDATION ADOPTED BY LABOR MINISTERS RATHER
THAN DIFFUSE EFFORTS. US DEL SUPPORTED FRENCH VIEWS AND
UNDERLINED FACT THAT THE COMMITTEE'S MARCHING ORDERS
WERE TO FOLLOW-UP THE LABOR MINISTERIAL WHICH PROVIDED
FRAMEWORK FOR JUNE MINISTERIAL COUNCIL PRONOUNCEMENTS
ON EMPLOYMENT ISSUE. TO END THE DEBATE, MSAC ASKED
SECRETARIAT TO PREPARE SPECIFIC WORK PROPOSALS RELATED

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TO "GROWTH SCENARIO TO 1980" FOR THE NEXT COMMITTEE MEETING.

B. US DEL EXPRESSED SERIOUS RESERVATIONS OVER SUMMARY OF CONSULTANT'S REPORT "NEW BEARING IN SOCIAL AND ECONOMIC POLICY" (SME/CA/75.27). AUTHOR'S SUMMARY GAVE GRATUITOUS ADVICE TO GOVERNMENTS, AND SUGGESTED THAT GOVERNMENTS, RATHER THAN WORKERS, KNOW MORE ABOUT WHAT IS IN BEST INTEREST OF WORKERS. AS A RESULT OF THIS DISCUSSION, COMMITTEE DECIDED THAT NO WORK BE UNDERTAKEN ON THE BASIS OF THIS DOCUMENT, BUT THAT SOME OF THE ITEMS MIGHT BE SUBSUMED ELSEWHERE IN THE WORK PROGRAM.

C. SEVERAL DELS EXPRESSED SERIOUS CONCERN WITH A THIRD SECRETARIAT DOCUMENT (MAS(76)13) WHICH DEALT WITH SAME SUBJECT AND QUESTIONED NEED FOR IT. ATTACKING PAPER'S LEVEL OF GENERALITY, US DEL SAID PAPER WOULD GIVE SECRETARIAT BLANK CHECK. THIS AGENDA ITEM WAS CONCLUDED BY MSAC AGREEING TO CHARGE ITS WP ON

EMPLOYMENT WITH TASK OF IDENTIFYING TYPES OF CONTRIBUTIONS WHICH MSAC COULD MAKE TO GROWTH STUDY.

11. DRAFT PROGRAM OF WORK FOR 1977 (MAS(76)16 & ANNEX) -
GASS SAID THAT FOR TIME BEING, 1977 WORK PROGRAM WOULD
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NOT INCLUDE A SPECIFIC PROJECT PROPOSAL FOR MNES AND,
AS EVIDENCED BY DRAFT BUDGET PROPOSAL, IMPLEMENTATION OF
1976 RECOMMENDATION WILL BE GIVEN HIGHEST PRIORITY.
GASS NOTED '77 BUDGET SHOWED INCREASE IN STAFF TIME TO
22 1/2 MAN-YEARS FROM 19 1/2 IN 1976. HE EXPLAINED THAT
THIS INCREASE COULD BE EFFECTED BY A TRANSFER OF PERSON-
NEL AND FINANCIAL RESOURCES WITHIN THE SMA DIRECTORATE
FROM THE EDUCATION TO THE MANPOWER SIDE. COMMITTEE GAVE
GENERAL APPROVAL TO 1977 WORK PROGRAM SUBJECT TO
DRAFTING CHANGES. US DEL, SUPPORTED BY UK, SUGGESTED
THAT QUALITY OF WORKING LIFE AND MNES BE DROPPED IN
EVENT OF BUDGETARY PINCH. PORTUGUESE DEL ARGUED THAT
MSAC DEVOTE MORE RESOURCES TO INCOME DISTRIBUTION AND
OTHER SOCIAL PROBLEMS, AND NOT ALLOCATE THE GREATER PART
OF ITS RESOURCES TO THE EMPLOYMENT ISSUE.

12. NEXT MEETING -
MSAC MEETS NEXT DECEMBER 15-17, 1976-
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